

Americans with Disabilities Act



The Americans with Disabilities Act is a federal law providing civil rights protections to individuals with disabilities. It was amended in 2008 as the Americans with Disabilities Act Amendments Act to include, among other things, a broader, clearer definition of disability. The law guarantees equal opportunity in employment, state and local government programs and services, public accommodations and telecommunications to those with a disability. It also applies to those who provide care for someone who has a disability.

Employment

The ADA prohibits discrimination in all employment practices, including job application procedures, hiring, firing, advancement, compensation, training, and other terms, conditions and privileges of employment. It applies to recruitment, advertising, tenure, layoff, leave, fringe benefits and all other employment-related activities.

State and Local Government Programs and Services

The ADA prohibits discrimination in the programs and services offered by all public entities at the local and state levels. This includes public transportation and requires the provision of paratransit services by public entities providing fixed route services. It also includes public housing, housing assistance and housing referrals.

Public Accommodations

The ADA prohibits discrimination with regard to the full and equal enjoyment of goods, services, facilities or accommodations of any place of public accommodation, which includes most places of lodging, recreation, transportation, education, dining and more. Public accommodations must also comply with specific architectural requirements for

new and altered buildings; reasonable modifications to policies, practices and procedures; effective communication with people with hearing, vision or speech disabilities; and other access requirements.

Telecommunications

The ADA requires all telecommunications companies in the United States ensure functionally equivalent services for consumers with disabilities, notably those who are deaf or hard of hearing and those with speech impairments. Such services include the use of telecommunications devices for the deaf and dual-party relay services known as Telecommunications Relay Services and Video Relay Service.

www.ada.gov



MilitaryOneSource.mil/EFMP

Exceptional Family Member Program support is available for military families with special needs. For more information, please contact your installation EFMP office or visit MilitaryOneSource.mil/EFMP, an official Department of Defense website.